

## We embrace responsibility

### My Jewellery Responsible Sourcing Policy 2026

My Jewellery is committed to conducting our business ethically, responsibly, and sustainably. We recognise that the way we source our products has a direct impact on people, communities, and the environment. Being a responsible company involves a commitment that extends well beyond our own boundaries, embracing the entire supply chain. This Responsible Sourcing Policy outlines the expectations for suppliers and partners to ensure our products are sourced responsibly.

#### Supply Chain Due Diligence

To ensure proper and responsible management of workers throughout the value chain, My Jewellery has adopted an integrated due diligence system in line with the OECD (Organisation for Economic Co-operation and Development) guidelines. This includes defining standards and policies that suppliers must adhere to, conducting risk analyses, implementing mitigation actions, verifying compliance through specialised third parties and, when necessary, establishing remediation plans as well as the availability of whistleblowing and grievance platforms.

The due diligence process covers all the human rights issues that My Jewellery identifies, which include but are not limited to: forced labour, human trafficking, child labour, freedom of association, right to collective bargaining, equal remuneration and discrimination.

#### My Jewellery policies

My Jewellery has adopted specific policies to promote a responsible value chain in all the countries in which it operates, and to manage or mitigate potential risks and negative impacts.

- The My Jewellery Code of Ethics
- The My Jewellery Supplier Policy
- The My Jewellery Supplier Code of Conduct
- The My Jewellery Modern Slavery Statement
- The My Jewellery Whistleblowing Policy
- The My Jewellery Animal Welfare Policy
- The My Jewellery Restricted Substances List

#### Risk assessment

My Jewellery regularly assesses risks related to human rights and environmental impact across its entire value chain. Each year, with the support of our international partner AMFORI, we conduct a country-level risk assessment that covers all stages of production, from raw material sourcing to finished products.

This assessment identifies areas with higher potential risks, such as forced labour, child labour, discrimination, unsafe working conditions, and inadequate wages.

To address these risks, My Jewellery has established structured monitoring and prevention processes aimed at promoting fair and safe working conditions throughout its supply chain. Teams are regularly trained on risk assessment findings to ensure continuous improvement and uphold responsible sourcing practices.

### Prevention and Mitigation of Impact

My Jewellery has been an AMFORI member since 2021 to improve the social (BSCI) and environmental (BEPI) performance of our supply chain.

All suppliers are required to sign the My Jewellery Supplier Manual, including the Supplier Policy. This policy has been drafted to inform new and existing suppliers of the minimum standards expected to enter into a business agreement with My Jewellery. Prior to production commitment, suppliers or manufacturers are provided with the following documents:

### My Jewellery Supplier Code of Conduct

My Jewellery is committed to ensuring that its strong ethical and environmental principles and practices are upheld throughout all business operations. We therefore developed a Supplier Code of Conduct, which is updated regularly. The code applies to all partners supplying goods to My Jewellery. By endorsing this code, suppliers commit to respecting human rights within their sphere of influence and strive for continuous improvement within their facilities. Complying with these principles is a hard condition to produce goods for My Jewellery. In case of violations, and if no commitment for improvement is demonstrated, My Jewellery reserves the right to terminate the business relationship. Suppliers are required to make sure the My Jewellery Code of Conduct is cascaded throughout their own supply chain and actively monitored.

The My Jewellery Supplier Code of Conduct and its values are implemented through thirteen key principles:

- The Social Management System and Cascade Effect
- Workers Involvement and Protection
- The Rights of Freedom of Association and Collective Bargaining
- No Discrimination, Violence or Harassment
- Fair Remuneration
- Decent Working Hours
- Occupational Health and Safety
- No Child Labour
- Special Protection for Young Workers
- No Precarious Employment
- No Bonded, Forced Labour or Human Trafficking
- Protection of the Environment

### Social compliance

Before My Jewellery enters into a signed agreement with a supplier, they must have a valid social audit. My Jewellery accepts audits from recognised standards such as AMFORI BSCI, HIGG FSLM, SEDEX SMETA, SAI SA8000, WRAP and Fair Wear Foundation. In the event of non-compliances, the supplier or manufacturer shall provide My Jewellery with an improvement / corrective action plan (CAP). When necessary, My Jewellery may also request the supplier to complete a full re-audit verify that the identified non-compliances have been addressed.

### Fair Wages

My Jewellery encourages suppliers to pay a living wage that covers basic needs and provides for some discretionary income. My Jewellery defines a living wage as remuneration for a standard work week that is sufficient to afford a decent standard of living for the worker and their family.

We collect data through auditing and reporting and use the Anker Methodology to assess wage gaps in our supply chains.

### Environmental compliance

My Jewellery requires suppliers to provide a valid 3rd party environmental audit from recognised standards such as AMFORI BEPI or HIGG FEM. Suppliers who do not already have this in place are requested to complete the My Jewellery Environmental Self-Assessment and share the results, which are used for our Scope 3 reporting purposes.

### Transparency

My Jewellery considers transparency and ethical practices to be shared responsibilities in building responsible supply chains. We value openness in all partnerships and expect our suppliers to be transparent about their ability to comply with our policies and standards.

### Traceability

Suppliers and manufacturers are required to disclose the use of sub-suppliers, subcontractors, and homeworkers. Failure to disclose such business relationships may, where appropriate, result in the termination of the production commitment.

This requirement applies to all Tiers of the supply chain, from Tier 1 to Tier 4, and covers clothing, accessories, and jewellery:

- Tier 4: Material extraction processes, such as growing and harvesting plants, raising and slaughtering animals, and extracting or processing oils, minerals, and chemicals.
- Tier 3: Raw material production processes, including yarn spinning and fleshing.
- Tier 2: Material production processes, such as weaving, fabric dyeing and printing, chemical or mechanical finishing, and tanning.
- Tier 1: Final product assembly processes, such as cutting, screen printing, sewing, garment dyeing, and packaging.

Suppliers must provide the exact production locations. Outsourcing orders to factories that have not been approved by My Jewellery is strictly prohibited. We require the name and exact address of all production facilities at the quotation stage.

My Jewellery has started a collaboration with traceability partner Fairly Made, leveraging their technology and supply chain expertise to trace our products and prepare for emerging global regulations. Additionally, we have started a collaboration with Carbon Fact to calculate both the company's and the individual product's environmental footprint. In the near future, our consumers will be able to scan a QR code on the care label to view a product's supply chain journey, including its environmental impact.

### Responsible Purchasing

My Jewellery acknowledges that its purchasing practices can influence working conditions within its supply chain. We are committed to making responsible purchasing decisions that do not negatively impact our suppliers or partners. Suppliers are encouraged to provide feedback or raise concerns about purchasing practices directly.

### Materials

As My Jewellery continues to grow and aims to keep creating beautiful products, we recognise the importance of sourcing sustainable fabrics. The materials we use play a crucial role in minimising the environmental impact of our products. Therefore, we aim to increase the use of sustainable materials in our collections.

To guide us in our responsible materials journey, we have created a My Jewellery Materials Ranking that lists all the fibres we use, indicating their environmental impact according to existing industry standards such as Textile Exchange or MODINT. This tool classifies materials from class A (best) to E (banned) and is a living tool, meaning it's continuously updated to reflect standards and industry debates. To confirm the sustainability of materials, we ask suppliers to provide documentation supporting the sustainability claims for all materials used in our products.

### Cotton compliance monitoring

My Jewellery is committed to ethical sourcing, and we strictly prohibit the use of forced labour in any form. We also understand that the cotton supply chain is complex, and tracing the origin of cotton in finished products is very difficult. Nevertheless, My Jewellery requires all its business partners to make their best efforts to trace the sources of cotton.

In line with the Uyghur Forced Labour Prevention Act, we have implemented the Cotton Compliance Monitoring System. When certified organic cotton is used, the disclosure of the origin of the cotton is guaranteed. When conventional cotton is used, all suppliers are requested to disclose the origin of the cotton and send supporting documents. We do not consider BCI cotton as sustainable, but the BCI platform can be used to disclose the origin of the conventional cotton used.

**EMBRACE MORE. EMBRACE BETTER. EMBRACE THE FUTURE.**